

Supporting Mental Health in the Workplace

Current position

- Please complete the questionnaire
- S/A = strongly agree; A= agree; D = disagree; S/D = strongly disagree; N/S = not sure
- Add up number of ticks

	In my workplace:	S/A	A	D	S/D	N/S
1	We have policies that relate to managing stress/mental health/wellbeing					
2	We accommodate (where possible) flexible working requests					
3	We have staff members who are trained in mental health first aid					
4	We have signed up to a local campaign such as 'Change your Mind' or 'Helping Others'					
5	People generally talk about stress and mental health in a compassionate way					
6	We encourage people to talk about their mental health in the same way as they would physical health					
7	It is common practice to ask about someone's wellbeing during 1:1 meetings					
8	Staff are made aware of all policies, procedures and services that relate to employee mental health and wellbeing					
9	We have effective processes in place to deal with workplace issues like discipline and grievance, conflict, poor conduct					
10	We adapt/increase our resources when there is significant change to workloads					
11	We have a mechanism for staff to feedback on decisions about changes to the organisation that may affect them					
12	We provide line managers with training in stress management/mental health awareness					
13	We collect and review the reasons for staff sickness absence					
14	Managers regularly meet with their staff on both a team and individual basis					
15	We maintain contact with employees who are on long term sickness absence					
16	We have access to an OH provider and refer staff in a timely manner					
17	We have an Employee Assistance Programme, and this is promoted to staff members					
18	We run an annual staff survey and include questions about mental wellbeing					